

For your convenience I Manoj Madathil (Plaintiff) is summarizing below the sequence of events (in chronological order) that I am alleging in this COMPLAINT UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

February 2011 – January 31, 2017

During my employment at Accenture (Communications, media & Technology practice), I was discriminated based on my race and national origin by Greg Leja, who was my career counselor and IPTV/Video practice lead, Accenture North America. I was denied the following during this period: promotions & performance reviews, growth opportunities, career opportunities, and deserving pay raises based on merit. My performance and contributions to the organization were received and treated as highly valuable and meritorious. As I learnt recently, and further considering the skills, and contributions of similar individuals (of different race) who were promoted or provided career opportunities, that Greg's actions were discriminatory in nature and had caused damages to my career and personal life.

In January of 2017 and February of 2017, Greg Leja and other executives within Communications, Media & Technology practice of North America, along with employees in Human Resources department (Toni Corban, senior executives within HR and other employees of Employee Relations division) disconnected my access to company network and email without following any of the company policies and procedures. Further I was removed from pay roll by Anil Varughese, Human Resources Lead, at Accenture office in Irving, TX, despite learning about my disabilities that I had. I was neither notified in any form about my separation nor company policies were followed during the process. My family and my self were put at risk by denying health coverage that we were legally eligible for. I was denied other benefits that were normally provided to separated employees.

January 15, 2018 – March 28, 2018

I wasn't completely aware of the gravity of the injustice, discriminations, and other harmful intentions against me, until I made attempts to restart my career at Accenture in January of 2018. My attempts ended up discovering the wrongful termination and discriminations I faced during my employment at Accenture. Further my inquiries with Human Resources department at Accenture was treated with harassment, denial of justice, and discriminations (Please refer to attachment A). In these communications Human Resources personnel provided conflicting answers as a reason for my separation. Afore mentioned actions were continuation of the discrimination that I faced from Greg Leja, Anil Varughese, Toni Corban, and other individuals within both Human Resources department as well as Communications, Media & Technology practice at Accenture.

I raised my inquiries to Human Resources in the form of Service requests (known as PeopleLine requests). My inquiries met with denial of justice and harassment including closing the service requests one-sided many times and violating the service level agreements (SLA) associated with the request. All these further raise concerns and fear on hostile environment.

February 28, 2018 – March 28, 2018

My grievances related to wrongful termination and discriminations were escalated to Chad Jeredee, Legal counsel. No pronounced response has been received so far.

Attempts were made by Toni Corban, Human resources department at Accenture not to resolve the issues and further communicating with discriminatory intentions

April 6, 2018

Toni Corban, working within Human Resources department of Accenture sent me an email further manifesting the discriminations I faced thus far (Please refer to attachment B). This communication from Accenture reiterates the discriminations I faced throughout my employment, during my illegal separation from Accenture in February of 2017, and during the interactions till date. In this email Toni wrongly accuses an invalid resignation email that I sent much earlier as a reason for my separation. Instead of resolving my wrongful termination situation Toni was further manifesting the discrimination that Greg Leja and others carried

April 8, 2018 - April 9, 2018

Further requests and clarifications were raised to Human Resource department and Legal Counsel to clarify the policies followed regarding my wrongful termination and denial of benefits (Please refer to attachment C). These were not answered and thus need to be treated as reasserting the discriminations that I continued to face from Accenture.

My requests to resolve my wrongful termination (result of earlier discriminations) were met with further discriminations from Accenture and hence seeking esteemed court's favorable judgment in providing justice to me.

Signature:



Name:

MANOJ MADATHIL

Date:

07/18/2018